FORCE MANAGEMENT OVERSIGHT COUNCIL

POLICY CONSIDERATIONS FOR THE SEVERELY INJURED MARINE OR SAILOR (SIMS)

3 October 2005

COL WILLIAM O'BRIEN USMCR

CURRENT POLICY ISSUES

-SIMS PREDOMINATELY RETAINED WITHIN THE DOD DISABILITIES SYSTEMS

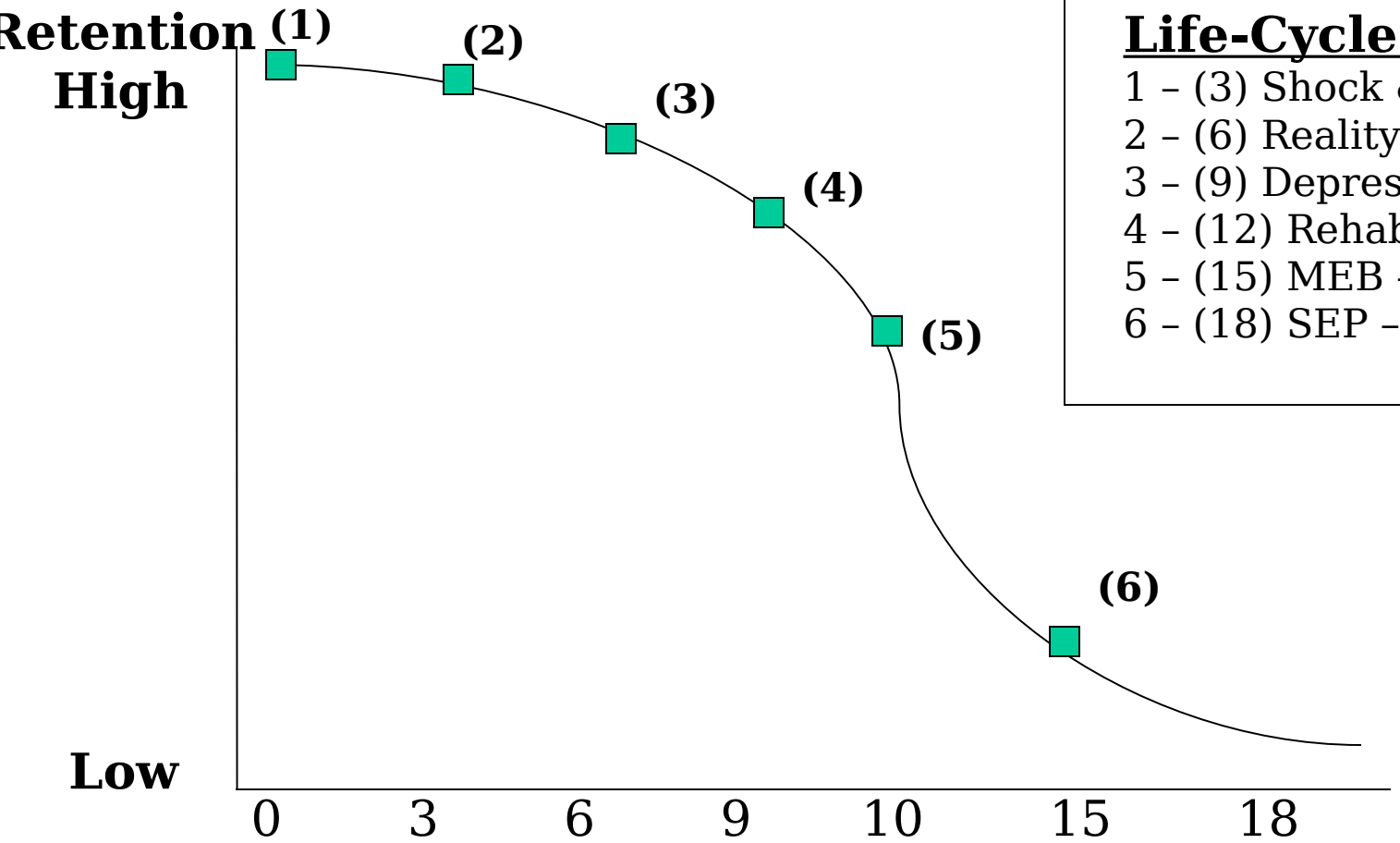
-EXTENDED REHAB AND RECOVERY (12-24+ MOS)

-LIMITED ASSISTANCE FROM OUTSIDE AGENCIES AVAILABLE FOR SUPPORT

GUIDING PRESUMPTIONS

1. VAST MAJORITY OF SIMS ARE E3-E4
2. REMOTE POSSIBILITY OF RETENTION
3. CURRENT PROCESS IS COMPLEX, TIME-CONSUMING, AND DEMORALIZING
4. NEGATIVE EMOTIONAL AND FINANCIAL IMPACT (I.E., SEPARATIONS, DIVORCE, DEPRESSION, ETC.)
5. POLICY CANNOT BE EXCEPTION-DRIVEN (I.E., HIGH ACHIEVERS)

RETENTION GRAPH



Life-Cycle Factors

1 – (3) Shock & Awe
2 – (6) Reality
3 – (9) Depression
4 – (12) Rehab (MTF/Rear Units)
5 – (15) MEB – PEB
6 – (18) SEP – RAD

NEW POLICY CHALLENGE

1. DEVELOP POLICY TO MAXIMIZE BENEFITS TO SIMS (AND THEIR FAMILIES)
2. WITHOUT MARGINALIZING THEIR DIGNITY AND SACRIFICE

SIMS DEFINED

A SEVERELY INJURED MARINE OR SAILOR WHOSE INJURIES RENDER:

- THE POSSIBILITY OF RETENTION REMOTE; AND,
- HAVE A PROGNOSIS FOR RECOVERY & REHABILITATION OF 12+ MOS

POLICY SCOPE

EARLY MEDICAL ASSESSMENT OF INJURIES WITH EMPHASIS ON:

1. BLINDING
2. BURNS
3. TRAUMATIC BRAIN INJURY
4. PARALYSIS
5. AMPUTATION
6. MAJOR ORGAN INJURIES

POLICY OPTION

CONSOLIDATE BENEFITS FROM ALL SOURCES TO PROVIDE SIMULTANEOUS DELIVERY OF BENEFITS FROM:

DOD - DVA - DOL - SSA

STATE AGENCIES & PHILANTHROPIC ORGS

VA BENEFITS (POST-DD214)

- DISABILITY COMPENSATION
- AID & ATTENDANCE ALLOWANCE
- SPECIALLY ADAPTED HOUSING & LOANS
- VOCATIONAL REHABILITATION (EMPLOYMENT & INDEPENDENT LIVING)
- EDUCATION BENEFITS (SELF/FAMILY)
- AUTOMOBILE GRANT & ADAPTIVE EQUIPMENT
- PRIORITY MEDICAL CARE & MENTAL HEALTH SERVICS
- SERVICE-DISABLED INSURANCE

OTHER AGENCY ACTIONS

DEPARTMENT OF LABOR

- TRANSITION ASSISTANCE
- REAL LIFE LINES

SOCIAL SECURITY ADMINISTRATION

- DISABILITY PAYMENTS > 5 MOS

OPM

- FEDERAL EMPLOYMENT OPTIONS
- VETERANS' PREFERENCE AND RETIREMENT CREDIT

SPECIFIC ACTION

AMEND SECNAVINST 1850.4E WITH A PROVISION FOR ACCELERATED MEB/PEB PROCESSING FOR THE SEVERELY INJURED MARINE OR SAILOR

ASN (M&RA) AUTHORITY

DON DISABILITY EVALUATION SYSTEM IS GOVERNED BY THE THE FOLLOWING AUTHORITIES:

1. 10 USC § 1216 (A) – (C)
2. ¶ 5.5.3 OF DODI 1332.38
3. SECNAVINST 1850.4E
   - ¶ 8001
   - ¶ 8001(B)
   - ¶ 4(B)

PROPOSAL

TRANSFER SIMS TO TEMPORARY DISABILITY RETIREMENT LIST (TDRL) WITH 100% RATING, INCLUDING:

- RIGHT TO RETURN TO AD WHEN "FIT"
- CONTINUE TREATMENT AT MTF
- REMAIN IN QUARTERS (ONE YEAR)
- USN RETAINS CASE MANAGEMENT

EFFECT OF TDRL TRANSFER

- ELIGIBLE FOR TDRL TAX-FREE PAY FOR 5 YEARS (DON "SAFETY NET" FOR INJURED)
- COMMAND ISSUES DD214 [W/IN (15) DAYS]
- CASE REVIEWED AT LEAST ONCE EVERY EIGHTEEN MONTHS
- ELIGIBLE FOR VA BENEFITS
- ELIGIBLE FOR SOCIAL SECURITY BENEFITS

VA ACTIONS

- ISSUES RATING OF 100% IAW ¶28
- CASE EVALUATED AFTER ONE YEAR
- BENEFITS AVAILABLE TO SIMS AND FAMILY
  - INCOME IS TAX-FREE
  - AID & ATTENDANCE ALLOWANCE AVAILABLE
  - VOC REHAB AND OTHER BENEFITS AVAILABLE

SOCIAL SECURITY ACTIONS

- ISSUES SSA DISABILITY PAYMENTS AFTER 100% RATING FOR 5 MONTHS AND PROGNOSIS FOR CONTINUED 12 MONTHS OF DISABILITY
- PERIODICALLY REVIEWED

COUNSELING

- SIMS, THEIR FAMILY MEMBERS, AND/OR LEGAL REPRESENTATIVE WILL BE COUNSELED ABOUT THE PROGRAM AND OPT-OUT PROVISIONS
- AN AFSC TYPE STATEMENT FOR COUNSELING SHOULD BE USED
- COUNSELING WILL BE CONDUCTED BY TRAINED 0-4/5

COMPENSATION BENEFITS
BASED UPON 100% RATING

DESC	VA	TDRL
ACTIVE DUTY		
PAY	2,839	1,418
2,179		
VHA	759	759
759		
TOTAL	3,048(1)	2,177 (2)
2,938(3)		

1.Tax free VA disability income

2.Tax free payments based on combat related injuries

COMPENSATION COMPARISON WITH SSA BENEFITS

DESC	VA	TDRL	ACTIVE D
PAY	2,839	1,418	2,179
VHA	759	759	759
SSA	800	800	N/A
TOTAL	3,848(1)	2,977(2)	2,938(3)

1. Tax free VA disability income

2. Tax free payments based on combat related inj

3. Pre-tax

RETURN ON INVESTMENT

- TRANSFER TO TDRL SAVES 25% OF BASE PAY AND ALL ALLOWANCES OR APPROXIMATELY $15 MILLION PER 1,000 TRANSFERREES
- TRANSFER TO TDRL WITH VA DISABILITY PAYMENTS INSTEAD OF TDRL SAVES DON $30+ MILLION PER 1,000 TRANSFERREES
- VHA AND CONTINUED MTF CARE COSTS AND/OR SAVINGS ARE UNKNOWN